



HUMAN
RIGHTS
CAMPAIGN®

1640 Rhode Island Avenue, NW
Washington, D.C. 20036
website www.hrc.org
phone 202/628.4160
fax 202/347.5323

WHAT WE DO

The Human Rights Campaign & The Human Rights Campaign Foundation *Working for Gay, Lesbian, Bisexual and Transgender Equality*

The Human Rights Campaign, the largest national gay, lesbian, bisexual and transgender (GLBT) advocacy organization, envisions an America where GLBT people are ensured of their basic equal rights, and can be open, honest and safe at home, at work and in the community. HRC has close to 600,000 members – all committed to making this vision of equality a reality.

Founded in 1980, HRC effectively lobbies Congress, provides campaign support to fair-minded candidates, and works to educate the public on a wide array of topics affecting GLBT Americans, including workplace, family, discrimination and health issues. The HRC Foundation, an HRC-affiliated organization, engages in extensive research and provides education and programming.

HRC's Federal Advocacy

Protecting GLBT Families and Advocating for Equal Marriage Rights

As the national debate over marriage unfolds in this country, HRC is engaged in advocating for equal marriage rights and stopping any anti-gay constitutional amendment by commissioning independent polling and research; working with and informing elected officials; activating grassroots support for marriage equality; and fighting attempts at the state and federal levels to deny equal treatment for GLBT families. For years, HRC has been working for equal treatment in areas such as taxation, domestic partnerships, Social Security and inheritance laws. In addition, HRC works with state GLBT organizations as well as legal and child welfare organizations to ensure adoption and foster-parenting decisions are made in the best interest of the child.

Protecting GLBT Americans from Job Discrimination

Currently, no federal law safeguards Americans from being fired from their job for their sexual orientation or gender identity or expression. It remains legal in 36 states to fire someone based on sexual orientation and only 4 states provide employment protections statewide based on gender identity. HRC has joined allies in spearheading the passage of the bipartisan Employment Non-Discrimination Act that would prohibit discrimination based on their sexual orientation – a bill supported by many of the country's largest corporations. HRC is also advocating on Capitol Hill to build support for a broader federal non-discrimination bill and is leading with a coalition of GLBT attorneys and activists to prepare this new federal bill that would protect people from discrimination based on sexual orientation and gender identity and expression.

Protecting Our Community from Hate Violence

Hate crimes based on sexual orientation continue to make up the third highest category of all hate crimes reported each year after race and religion, and yet they are not covered under the federal law used to prosecute hate violence. Hate crimes against transgender Americans also occur with alarming frequency. HRC is working with a broad, bipartisan coalition of organizations to help prevent hate crimes, educate the public and work toward passage of the Local Law Enforcement Enhancement Act. The measure would authorize federal funds and assistance for local law enforcement efforts and give the federal government jurisdiction to investigate and prosecute violent hate crimes based upon actual or perceived sexual orientation, gender and disability under the statute that currently includes race, religion and national origin.

Advancing Sound Public Policy on HIV/AIDS and Lesbian Health

HRC works to advance fair, science-based federal policy on HIV/AIDS and lesbian health and to defeat efforts to single out GLBT Americans for discriminatory treatment in the provision of health care. In coalition with national health and civil rights organizations, HRC has helped pass major legislation, including increased HIV/AIDS funding, the Ryan White Comprehensive AIDS Resources Emergency Act, the Americans with Disabilities Act and programs for breast and cervical cancer research and screening. HRC is also working with allies to pass the Early Treatment for HIV Act and to ensure that all public health programs are fully funded.

Ensuring a Fair-minded Judiciary and “Friend of the Court” Advocacy

HRC monitors appointments to the federal bench and advocates for fair-minded appointees to ensure justice and equity for GLBT Americans. In addition, HRC’s legal team coordinates with law firms, GLBT litigation groups, and other progressive groups to ensure that the powerful collective voice of the close to 600,000 HRC members is heard in key cases through *amicus curiae* – “friend of the court” – briefs. For example, HRC was a “friend of the court” on a brief in the Supreme Court case won by Lambda Legal that struck down sodomy laws as unconstitutional. HRC was similarly involved in the Massachusetts marriage case, expertly litigated by Gay & Lesbian Advocates & Defenders.

Working to Elect Fair-Minded Candidates

HRC’s bipartisan political action committee (PAC) makes financial contributions to fair-minded candidates running for office. In the 2002 election cycle, HRC’s PAC contributed approximately \$1.3 million to federal candidates, 85 percent of whom won, making the HRC PAC one of the largest and most successful in the country. HRC offers additional campaign support for targeted candidates including message development, full-time staff and members of our Youth College (HRC’s training program for young activists), educational advertisements, get-out-the-vote mailings and phone calls, and membership mobilization and fund raising. In the 2002 election cycle, HRC members contributed more than \$7 million for political candidates.

State and Local Advocacy

HRC works with advocacy groups and fair-minded legislators all across the country to advance GLBT equality at the state and local levels. The HRC Equality Fund has provided more than \$500,000 in the last four years to statewide GLBT organizations to support their legislative and policy initiatives. HRC tracks all legislative developments at the state level, provides legislative language and legal analysis, offers legislative and political strategy assistance, activates grassroots support, coordinates the writing and delivery of testimony, and convenes meetings, conferences and trainings for activists and state GLBT leaders. HRC provides similar financial and staff support to ballot campaigns conducted to advance GLBT equality or, more often, to defeat anti-gay measures.

Community Organizing

Online Action and Political Organizing

More than 500,000 people participate in HRC’s Online Action Center, through which they receive timely updates and stay informed about upcoming votes in Congress and in state legislatures across the country. Participants have used the Action Center to send more than 1 million e-mails and faxes to their state and federal elected officials to hold them accountable and demonstrate constituent support for GLBT equality. HRC also identifies, organizes and mobilizes political volunteers and congressional district coordinators to meet face to face with elected officials, organize voter registration drives, turn out the vote on Election Day, and organize rallies, news conferences and town hall meetings.

Working with and Partnering with Diverse Communities and Organizations

HRC is committed to representing and reflecting the diversity of the GLBT community. One of HRC's newest programs is working with students and faculty at historically black colleges and universities to make their campuses safe spaces for GLBT students. HRC supports and participates in black GLBT pride festivals across the country, organizes events such as Gospel and Soul to connect with diverse GLBT communities and actively works to ensure that its local volunteer networks reflect the diversity of the local community. HRC also serves on the Executive Committee of the Leadership Conference on Civil Rights and is allied with organizations such as the Congressional Black Caucus, Congressional Hispanic Caucus, National Minority AIDS Council, Mexican American Legal Defense Fund and National Council of La Raza.

HRC Action Center and Stores

HRC has two stores in Washington, D.C., and Provincetown, Mass., that give people a chance to show their personal commitment to equality. When supporters purchase HRC's Equality Wear merchandise, they create important visibility for the GLBT cause. All proceeds from purchases go directly to HRC's efforts to end discrimination against GLBT Americans. Each store has an Action Center that educates the public about HRC's work and allows people to get involved in the fight for equality.

HRC & the Media

Commissioning Independent Polling Research

HRC sponsors nationwide independent polling research to demonstrate popular support for GLBT equal rights. What HRC learns from these surveys helps the organization communicate more effectively and increase public understanding of GLBT concerns in the context of America's commitment to basic fairness.

Advocating on America's Airwaves

HRC has produced a number of groundbreaking advertisements for print and television reaching millions of readers and viewers. Public service announcements include ads featuring Judy and Dennis Shepard, parents of slain University of Wyoming student Matthew Shepard and Betty DeGeneres, mother of actress Ellen DeGeneres. To educate on the issue of marriage equality, HRC developed an ad series featuring real families hurt by the denial of marriage rights and an ad series focusing on the anti-gay constitutional amendment pending in Congress. HRC has also produced television ads in support of hate crimes laws and employment protections.

Framing the Issues

HRC and its spokespeople have participated extensively in the public policy discussion and debate on America's airwaves. HRC is often asked to frame the issues affecting GLBT Americans, and to offer thoughtful commentary on the issues of our day on television and radio.

Educational Programs

FamilyNet

HRC Foundation's FamilyNet (www.hrc.org/familynet) is the most comprehensive and up-to-date resource on GLBT families. FamilyNet provides information and resources about adoption, civil unions and marriage, custody and visitation, donor insemination, family law, money, parenting, religion, schools, senior health and housing, state laws and legislation, straight spouses, transgender and workplace issues.

WorkNet

HRC Foundation's WorkNet (www.hrc.org/worknet) is a national source of information on workplace policies and laws surrounding sexual orientation and gender identity and expression.

WorkNet keeps the most comprehensive database of employers with non-discrimination policies, domestic partner benefits, employee resource groups and other policies important to GLBT employees, consumers and investors.

National Coming Out Project

The HRC Foundation sponsors the National Coming Out Project (www.hrc.org/NCOP), an ongoing campaign led by Candace Gingrich to encourage and empower every GLBT person to educate America by living openly and honestly.

HRC Publications

Equality Magazine

The flagship publication of the Human Rights Campaign, *Equality* publishes news about GLBT politics and the work of HRC on Capitol Hill and in the community. With a print run of more than 225,000 each issue, *Equality* is arguably the largest-circulation GLBT magazine in America. Published quarterly, it is free to HRC members.

www.hrc.org

HRC's award-winning website is the most comprehensive source on the Internet for information about GLBT issues, politics and people and the work of HRC and the HRC Foundation. Named by *National Journal* as one of the top five civil rights sites in America, www.hrc.org attracts millions of users who visit it daily for news and information about GLBT America, our allies and our families.

LAWbriefs

LAWbriefs is a quarterly publication summarizing major developments in GLBT legal issues. It covers case law as well as legislation and includes information ranging from family law to discrimination protections to international legal developments.

State of the Workplace

The State of the Workplace for Lesbian, Gay, Bisexual and Transgender Americans is an annual report on workplace issues surrounding sexual orientation and gender identity and expression. The report provides an overview of employment law and chronicles the advances that GLBT workers have made in achieving equal protection on the job.

Corporate Equality Index

The Corporate Equality Index rates companies on a scale of 0 percent to 100 percent on factors that affect their GLBT employees, consumers and investors. Factors in a company's score include: whether it has a written non-discrimination policy covering sexual orientation, gender identity and/or expression; whether it offers health insurance coverage to its employees' same-sex domestic partners; and whether it declines to engage in any activities that would undermine GLBT equality.

State of the Family

The State of the Family for Lesbian, Gay, Bisexual and Transgender Americans ranks states on a variety of indicators, including laws covering marriage, civil unions and domestic partnership; adoption and second-parent adoption; safe schools; discrimination; and hate crimes.

Religion and GLBT America

The HRC Foundation has published a number of reports dealing with religious issues surrounding sexual orientation and gender identity and expression. These publications include: *Mixed Blessings: Mainstream Religion and Gay and Lesbian Americans*, *Mission Impossible: Why Reparative Therapy and Ex-Gay Ministries Fail*; and *Finally Free: How Love and Self-Acceptance Saved Us From the 'Ex-Gay' Ministries*